

TAB 1

EMPLOYEE WARNING NOTICE
NOTIFICACION DE ADVERTENCIA AL EMPLEADO

DATE/ FECHA: 6 / 2 / 03

NAME/ NOMBRE:

Joseph Smith

SOCIAL SECURITY NUMBER/ NUMERO DE SEGURO SOCIAL:

DEPARTMENT/ DEPARTAMENTO:

Line Haul

DATE OF HIRE/ FECHA DE CONTRATACION:

1 / 1 /

COMPANY POLICY/ POLITICA DE LA COMPANIA:

He should let me
no when he take off or call

VIOLATION/ VIOLACION:

Joseph was not home when
I went to pick him up or he did
not call

ACTION/ ACCION:

ORAL

1ST/ PRIMERA2ND/ SEGUNDA

FINAL

I have read this warning and understand the above violation. I understand that disregard of company policies could result in disciplinary action up to and including discharge. / He leído la violación mencionada. Entiendo que faltar a las políticas de la compañía puede resultar en acción disciplinaria que podría incluir el despido.

Employee's Signature/ Firma del empleado

Joseph Smith

Date/ Fecha

6 / 3 / 03

Supervisor/ Foreman Signature

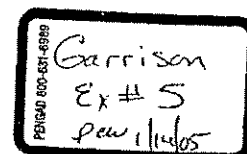
Joseph Garrison

Date

6 - 2 - 03

Human Resources Manager's Signature

Date



EMPLOYEE WARNING NOTICE
NOTIFICACION DE ADVERTENCIA AL EMPLEADO

DATE/ FECHA: 5 / 30 / 03

NAME/ NOMBRE: Joseph Smith

SOCIAL SECURITY NUMBER/ NUMERO DE SEGURO SOCIAL:

DEPARTMENT/ DEPARTAMENTO: Lumber Haul

DATE OF HIRE/ FECHA DE CONTRATACION: 1 / 1

COMPANY POLICY/ POLITICA DE LA COMPANIA: He should let me know when he takes off or call

VIOLATION/ VIOLACION: Joseph was not home when I went to pick him up or he did not call

ACTION/ ACCION: ORAL 1ST/ PRIMERA 2ND/ SEGUNDA FINAL

I have read this warning and understand the above violation. I understand that disregard of company policies could result in disciplinary action up to and including discharge. / He leído la violación mencionada. Entiendo que faltar a las políticas de la compañía puede resultar en acción disciplinaria que podría incluir el despido.

Joseph Smith Jr.
Employee's Signature/ Firma del empleado

6/3/03
Date/ Fecha

Joseph M. Amion
Supervisor/ Foreman Signature

5-30-03
Date

Human Resources Manager's Signature

Date



EMPLOYEE WARNING NOTICE

NAME Clarence Heath DATE 12-23-02
DEPARTMENT Live Haul ID # _____
DATE OF HIRE _____

WORK RULE Be work on time

VIOLATION

Clarence was late for work. He came to the second stop but I told him that I did not need him. We were just about done. Unexcused
ACTION: ORAL 1ST 2ND 3RD

I HAVE READ AND UNDERSTAND THE ABOVE VIOLATION, I UNDERSTAND THAT DISREGARD OF COMPANY RULES COULD RESULT IN DISCIPLINARY ACTION OR DISCHARGE.

EMPLOYEE SIGNATURE Refused To Sign 12/27/02 with [Signature]
SUPERVISOR'S SIGNATURE Joseph Garvin
HUMAN RESOURCES MANAGER _____

Mountaire Farms of Delaware, Inc.
P.O. Box 710, Seelyville, Delaware 19975-0710

B003



EMPLOYEE WARNING NOTICE

NAME Clarence Heath DATE 10-21-02
DEPARTMENT Live Haul ID # _____
DATE OF HIRE _____

WORK RULE _____

VIOLATION

Clarence did not work on this day. Because
he said he had ~~some~~ something to do. UNXC

ACTION ☐ WRITTEN ☐ ORAL ☐ 1ST ☒ 2ND ☐ 3RD

I HAVE READ AND UNDERSTAND THE ABOVE VIOLATION, I UNDERSTAND THAT
DISREGARD OF COMPANY RULES COULD RESULT IN DISCIPLINARY ACTION
OR DISCHARGE.

EMPLOYEE SIGNATURE He Refuse to sign.

SUPERVISOR'S SIGNATURE Joseph Yarnon

HUMAN RESOURCES MANAGER _____

Mountaire Farms of Delaware, Inc.
P.O. Box 710, Seelyville, Delaware 19973-0710



EMPLOYEE WARNING NOTICE

NAME Clarence Heath DATE 10-18-02
DEPARTMENT Lime Haul ID # _____
DATE OF HIRE _____

WORK RULE Be work on time

VIOLATION Late for work Miss 1 load

ACTION 3RD ORAL 1ST 2ND 3RD

I HAVE READ AND UNDERSTAND THE ABOVE VIOLATION, I UNDERSTAND THAT DISREGARD OF COMPANY RULES COULD RESULT IN DISCIPLINARY ACTION OR DISCHARGE.

EMPLOYEE SIGNATURE He Refuse Sign.
SUPERVISOR'S SIGNATURE Joseph Garvin
HUMAN RESOURCES MANAGER _____

Mountaire Farms of Delaware, Inc.
P.O. Box 710, Seelyville, Delaware 19975-0710

B005

EMPLOYEE WARNING NOTICE
NOTIFICACION DE ADVERTENCIA AL EMPLEADO

DATE/ FECHA: 7 / 10 / 02

NAME/ NOMBRE: Clarence Heath

SOCIAL SECURITY NUMBER/ NUMERO DE SEGURO SOCIAL: _____

DEPARTMENT/ DEPARTAMENTO: Lime Haul

DATE OF HIRE/ FECHA DE CONTRATACION: 1 / 1 /

COMPANY POLICY/ POLITICA DE LA COMPANIA: _____

VIOLATION/ VIOLACION: Clarence did not come to the second stop. left the job unexcused

ACTION/ ACCION: ORAL 1ST/ PRIMERA 2ND/ SEGUNDA FINAL

I have read this warning and understand the above violation. I understand that disregard of company policies could result in disciplinary action up to and including discharge. / He leído la violación mencionada. Entiendo que faltar a las políticas de la compañía puede resultar en acción disciplinaria que podría incluir el despido.

Clarence Heath
Employee's Signature/ Firma del empleado

7/11/02
Date/ Fecha

Joseph Garrison
Supervisor/ Foreman Signature

7-10-02
Date

Human Resources Manager's Signature

Date